



# St Joseph's School Rochester

## 2021 Annual Report to the School Community



Registered School Number: 603

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## Minimum Standards Attestation

**NOTE:** The School's financial performance information has been provided to the Australian Charities and Not-for-profits Commission (ACNC) and will be available for the community to access from their website at [www.acnc.gov.au](http://www.acnc.gov.au)

## Governing Authority Report

Catholic Education Sandhurst Ltd identifies learning and teaching as two parts of the same action designed to ignite the 'spark of the divine' in every child. We seek to provide safe, supportive and secure environments that value diversity, promote care, respect and co-operation. In 2021 our schools went into overdrive once again to plan and prepare for a learning model that would respond to the continuing impact and uncertainty of Covid-19.

Bishop Shane established Catholic Education Sandhurst Ltd in 2021 to assume the ownership and operation of Catholic schools which previously operated as an unincorporated body. This change in our governance structure coincides with a time of increasing challenges that call us to imagine new and inspiring structures that will meet the needs of a changing Church.

Catholic Education Sandhurst Ltd governance requirements meant that schools would now develop School Advisory Councils to support the principal and school Leadership Teams to ensure the smooth running of our schools and continue the life-giving relationship between our schools and parish communities.

During extremely challenging times our schools were able to maintain their focus on each child, implementing the Victorian Curriculum and the Sandhurst Source of Life Religious Education Curriculum while providing outstanding pastoral support both on-site and through remote learning.

Significant investment in new learning facilities and school infrastructure through the Catholic Capital Grants Program and the hard work of our school communities have ensured the provision of high-quality learning and teaching facilities for both staff and students.

I continue to be extremely grateful for the commitment and professionalism that is clearly identified by the efforts throughout 2021 of Catholic Education Sandhurst Ltd- our schools and personnel in the Catholic Education Office. They continue to work tirelessly for the students and families in our schools, bringing the 'spark of the divine' into focus every day.

Paul Desmond

Executive Director

Catholic Education Sandhurst Ltd

## Our School Identity and Vision Statements

### **Identity Statement**

St Joseph's is a proud Catholic Community united in faith and committed in action, to live, learn and grow in God's love.

### **Vision Statement**

At St Joseph's Primary School, we strive to be a community where;

- Students have the right to be treated with respect and will be protected from harm
- Students develop a meaningful relationship with God that inspires social justice and compassion
- Students have a responsibility to care for and sustain our natural environment
- Authentic Learning experiences and celebrations inspire student success
- Parents, students and staff value our school's charism and partnerships with local community

### **Our Graduate Outcomes**

At St Joseph's Primary School, we seek to educate our students to be;

- Confident - to be themselves, to achieve great things and be resilient in their learning
- Collaborative - to be open to new ideas and learn with others
- Inclusive - to always be welcoming and be respectful to all
- Compassionate - to consider each person and to take action for those who are unable
- Courageous - to be a risk taker, to challenge themselves and to lead with a just heart

## School Overview

Rochester is located 176 kms north of Melbourne with a population of approximately 3,200 situated on the banks of the Campaspe River. Larger regional centres, Echuca, Kyabram, Bendigo and Shepparton, are within close proximity. The school itself is situated in a central position of the Rochester township and draws many children from the district, including Nanneella, Lockington and Bamawn.

The school has a long serving history with educating the community since 1893. During this time there have been many faces of St. Joseph's Primary School and is now a co-educational Catholic Parish School. In 2021, the St. Joseph's Primary School Rochester had a student population of 130 spread across six classroom teachers from Foundation to Year 6. Teachers worked collaboratively to ensure effective practice meets the needs of all students for both face to face learning and remote delivery.

Guided by our motto, "People of Strength, People of Gentleness", we are committed to love one another in a supportive Catholic community where a sense of inclusiveness is fundamental. The school has a unique sense of community where parents, staff and students value and respect each other and where everyone who enters the school feels welcomed.

## Principal's Report

The 2021 school year was one which we wished, hoped and prayed would see normality return and our school full of students and families once again. While we began with this enthusiasm (in amongst following new guidelines) our deepest desires were short lived with numerous lockdowns enforced throughout the year.

The move into remote learning was not new, however as a school we knew from feedback in 2020 that we needed to make changes for the children and the families at home who were needing contact and communication with their peers and their teachers more than the previous years. We needed to be more visible as the educators from F - 6.

A new Remote Learning Framework was introduced to staff and families to ensure clarity about the expectations of the students when learning from home. The staff have contributed to this document which provides clear direction about the work children will complete, the way students access this work and the support teachers will provide to students and their families during Remote Learning times.

### **STUDENT OUTCOME TEAM** (previously known as School Leadership Team)

During the 2021 year this team consisted of:

- Principal / Catholic Identity: Jessica Carmichael
- Deputy Principal / Learning and Teaching: Susan Kerlin
- Learning Diversity: Cheryl Schwab
- Wellbeing (SWPBIS): Jessica Allen

### **GRADUATE OUTCOMES**

Our Graduate Outcomes were put to the test this year as we embarked on another year of up and down moments. The language that has been so beautifully embedded into our story and who we want our students to be can be witnessed through daily interactions with each other, listening to conversations between students with the language being used in an authentic manner and celebrations that teachers have with their students during their learning - paying attention naming the Graduate Outcome to their learners.

At St Joseph's Primary School, we seek to educate our students to be;

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- Collaborative - to be open to new ideas and learn with others
- Inclusive - to always be welcoming and be respectful to all
- Compassionate - to consider each person and to take action for those who are unable
- Courageous - to be a risk taker, to challenge themselves and to lead with a just heart

### **CATHOLIC IDENTITY**

St Joseph's has a proud Catholic tradition within the community of Rochester. This year our motto of 'People of Strength, People of Gentleness' was given more emphasis as we celebrated the Year of St Joseph.

Children in Year 3 celebrated their First Reconciliation at a Mass with Father Caldow and close family.

St Joseph's prides ourselves on being welcoming to the wider community and treating all with dignity and kindness. Despite the restrictions of Covid, we were continually committed to the spiritual development of our children and opportunities to participate in Masses, liturgy and the Holy Sacraments.

## **GOVERNANCE**

This re-definition of the governance structure of Sandhurst Catholic Schools coincides with a time of increasing challenge within Church structures and calls for us to read the signs of the times in the light of the Gospel, to imagine ways in which new structures will meet the needs of a changing Church profile and to remind ourselves that our central task is to live the Good News of Jesus Christ in our schools and in our governance. In a real sense, our task is to continue the work of all those who have gone before us in Catholic education.

Over the year Governance has been a major focus for schools across Sandhurst. As we moved into a new way of being staff worked through frameworks to ensure their understanding of all areas that create the school community.

## **LITTLE JOEY'S**

Missing from our community this year was Little Joey's. A program that gave our community that little bit 'extra' when it came to transitioning into a school setting and assisting families to choose a school for their child. With the unpacking of Governance this successful venture of ours has concluded but we continue to build a new way of transitioning and creating opportunities for connection to the school for families.

## **PARTNERSHIP WITH REDHS**

St Joseph's continued their partnership with REDHS during 2021. Rachael Else started the roll and continued building our partnerships with community organisations such as 'Ride to School' campaign and Munch Mondays. Her role took her into the classroom where she was able to work with children and gain more insight into what grants and incentives would best cater for the students.

In the earlier part of the year, Rachael started maternity leave and the work she started continued with a new welfare officer, Vanessa.

## **EXTRA CURRICULAR ACTIVITIES**

Students (and families) were invited to attend the annual 'Welcome BBQ' for the year. With new COVID guidelines in place creativity was required. No longer could shared salads and desserts be the norm. By reaching out to parents in our community who had food businesses (Brad O'Brien, Michelle Acocks and Becky O'Sullivan) we were able to offer families the option of



ordering food and collecting on the evening. A wonderful evening was had by all and feedback was that families enjoyed the new layout.

Year 5/6 Leadership Day, an outdoor Mother's Day breakfast, Crazy Pants Day, Crazy Hair Day, Golden Hammer Day, Footy Colours Day, Colour SJPS with Kindness Day and R U OK day were all crowd pleasers for the students.

## **COMMUNITY CONNECTION**

During school closures it was important to the school staff that all the children understood that while they were not together onsite, we were thinking of them daily. Opportunities to be part of the fun were given to those who were learning from home with Funny Filter Day, Splash of Yellow photos and interactive Book Week.

During R U Ok week families were invited to collect a yellow flower to complete and it was hung from a tree at the front of the school for them to see as they walked or drove by.

## **STAFFING**

At the beginning of the year we welcomed Fiona McKiernan to the staff as a Specialist teacher; STEM and LLI.

At the end of year we farewelled:

- Jessica Allen; after three years at St Joseph's, Jess returned to her home state of NSW and was successful in a teaching job.
- Fiona McKiernan; personal reasons saw Fiona move on to another Catholic school in our diocese.

At the end of year we welcomed:

- Liz Trewick; Principal beginning 2022.
- Emily Holmes; classroom teacher
- Yvette Lupa; classroom teacher

We wish all those who have been in our school the very best of luck and hope that their adventures at their new schools leave them with as many beautiful memories as they have created with us.

We welcome our new staff and look forward to learning with them, working with them and creating exciting times in the school for students, families and staff alike.

## **PARENTS AND FRIENDS CONTRIBUTION**

All schools (Catholic in particular) rely heavily on their P&F to contribute both physically and financially throughout the year. We are blessed with a wonderful team of parents who both fundraise and give so much of their time and effort to ensuring everyone feels welcome and supported within the St Joseph's school community, in particular supporting the end of year event for our leaving year 6 students. It was a wonderful way for these students to end their time at school especially given how disrupted their final years had been. Missing camps was a gap we were not able to fill but their fun day filled that void amazingly!

With the loss of two prominent Rochester figures, Leo Pain and Bill Leahy who were closely connected to the school - another thank you to Sarah and her catering committee for supporting the families in organising and providing food.

I feel sincerely blessed to be given the opportunity of leading St Joseph's during 2021. Having people see something in you that you don't see is always both humbling and daunting at the same time. During the year I have been given opportunities that I could have only dreamed of. I have spoken to people that have given me inspiration and direction in situations that I have always been the co-pilot of.

Thank you for your support in all the endeavours that have been embarked upon during 2021 - I am excited to see what 2022 has in store for us and be part of the new chapter.

Jessica Carmichael

Principal (2021)

## School Advisory Council Report

### School Advisory Council Chair Report 2021

Coming into 2021 was going to be a challenge from the start - and I would like to congratulate Jess on the amazing job she did coming into the principal role at such uncertain and worrying times, the world around us in chaos (particularly Victoria) with the continuing Covid 19 Pandemic. Jess was so calming, reassuring and nurturing to the school community and you could see people start to realise that we were in this for the long haul but Jess's positive attitude kept everyone upbeat. Thankyou Jess, not only for nursing us through but everything else that was going on in between - such as a massive building project in the background!!

Congratulations and a huge thankyou to the entire staff of St Joseph's for all the hard work and support behind the home-schooling that continued throughout a lot of 2021. It was so wonderful to see some advances on the home-schooling with Google meets in the morning and a bit of change in structure to the delivery of the work. This made the journey a little easier for the children, you could see the motivation lift after seeing their peers on screen in the mornings. Well done everyone! Now let's enjoy all being back together again at last.

The School Advisory Council had a busy 2021 - Lucky for us we could still meet via zoom - which worked so well! But it is lovely to be meeting in person again. We did manage to squeeze in lots of very important face to face meetings in between which included:

The transition of the School Board, to the School Advisory Council - Joan Coldwell came to run us through what this looked like and Ash Marsh came along to guide us through the new principal appointment process. Ash Marsh worked alongside us in developing the new strategic plan.

In May 2021, sadly we lost one of our active board members, Billy Leahy. Bill had been on our school board for many years. He saw many of his children and grandchildren through St Joseph's School Rochester. Bill was a wealth of knowledge, and his input was so valuable for our community.

I am very excited to welcome Liz as our new principal at St Joseph's. We congratulate you on joining our wonderful team Liz, and we are excited about the journey we have ahead with you. I am sure it will see lots of fantastic adventures, with so much already happening - working bees, BNS ball, tractor pull....you have certainly hit the ground running! Good Luck and know we are here to support you when you need.

After a number of years on the School Advisory Council, I am now stepping down as the Chair. It has been an absolute privilege to be part of such an important role in our School Community and I have seen so many changes over the years that we have been a part of and made happen. The biggest being the grant for the new school building, which is all finally under-way, and we can't wait to see the project come to life!! How rewarding. Best wishes to everyone for a happy and healthy 2022.

Monique Whitehead

## Catholic Mission and Identity and Education in Faith

### Goals & Intended Outcomes

Goals and Intended Outcomes:

- To engage families in liturgies, prayers and rituals
- To further deepen the Charism of St Joseph and the Brigidine Sisters
- To stimulate a growing awareness of social justice and service to others

### Achievements

During 2021 many of our opportunities to celebrate our faith have been impacted by the restrictions around the Coronavirus (COVID-19), but we did manage to fit a few things in!

#### St Joseph's Feast Day

On 8 December 2020, Pope Francis wrote his Apostolic Letter, to mark the 150th Anniversary of the Proclamation of Saint Joseph as Patron of the Universal Church. He declared the Year of Joseph to be honoured and celebrated from 8 December 2020 to 8 December 2021.

To mark this celebration families were invited to a special celebration with Parish Priest, Father Ashley Caldow and remember and pray for our namesake. During the mass, individual medallions were blessed for each family in our community.

Children also participated in the 'Golden Hammer' which was inspired by the profession of St Joseph. This is such an eagerly awaited moment in the school calendar each year for all the students.

#### Sacramental Program

A small group of Year Two students were able to celebrate their Reconciliation early in the year. Unfortunately, all other sacraments were unable to take place due to the continued Covid outbreaks and policies. All being well in the coming year, students that were unable to complete Sacraments will be invited to prepare and receive these again.

#### Advent and Christmas

The Year 5/6 students ran Advent liturgies each week in the lead up to Christmas and the school finished our 2020 year with a Whole School liturgy in the undercover area.

#### VALUE ADDED

Catholic Identity and prayer were included in the newsletter. This was sent home fortnightly to families. This was a reflection of the Church Year or significant school focus.

Classes pray morning and afternoon and the sacred spaces reflect the time of the Church Year.

Teachers worked with Catholic Education Staff to plan and deliver engaging Religious Education lessons.

## Learning & Teaching

### Goals & Intended Outcomes

Goals and Intended Outcomes:

- To develop a growth mindset for student learning.
- To enhance effective teacher practice and performance.

### Achievements

The educational program is based on the Victorian Curriculum (which incorporates the Australian Curriculum). The curriculum is the common set of knowledge and skills required by the students for lifelong learning, social development and active and informed citizenship. The school's curriculum also encompasses Religious Education with faith development, social justice and developing knowledge of the Catholic tradition. The Literacy and Mathematics programs emphasise explicit teaching and focused group activities planned from data gained from ongoing assessment and monitoring. Students explore Science, Performing Arts (Drama and Music), Digital Technologies and Physical Education.

COVID-19 has required many teachers, parents and students to rapidly adjust to new modes of learning. In a matter of days, our school had to find and implement viable alternatives to the traditional model of teaching in a physical classroom. Remote learning opportunities and tasks were introduced to ensure the ongoing learning opportunities for students, while learning remotely. A strong online presence was established by staff with the use of Google Apps For Education (GAPE) , a main tool to connect students with their teachers and their tasks.

### Numeracy

A whole school focus for the year was on numeracy, with staff completing Math Assessment Interviews (MAI) for every student at the beginning of Term 1. We had professional development days and PLC meetings looking at the school numeracy data for all students. Working with Bernadette Pearce from Catholic Education Office, staff focused on deepening their understanding of how place value impacts student learning across all numeracy dimensions. Staff continued on upskilling their knowledge of numeracy throughout the year.

### Literacy

A whole school focus for the year was on reading comprehension, with staff using Fountas and Pinnell assessment from Foundation to Year 6.. We had staff planning and PLC meetings looking at the classroom practice and further developing pedagogy. Working with Catherine Bonham from Catholic Education Office, staff focused on deepening their understanding of reading comprehension with a specific focus on guided reading. Staff continued on upskilling their knowledge throughout the year.

### LLI (Intervention)

Two experienced teachers were allocated to provide ongoing intervention for selected students to enhance their literacy skills. There has been positive growth shown during the year.

## STUDENT LEARNING OUTCOMES

Students at St Joseph's sat NAPLAN in 2021.

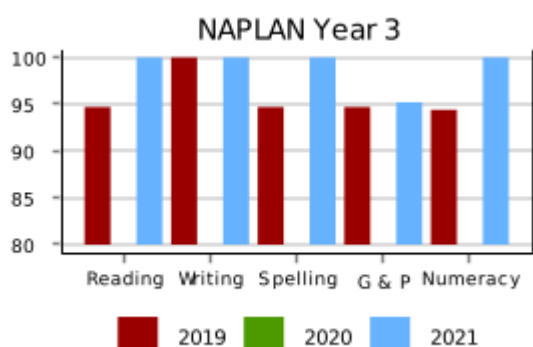
- There was just over one term of additional growth in Reading.
- In Writing, there was one term of less growth.
- There was approximately the same growth as the state.
- In Learning Conventions, there was just over 2 terms of additional growth.
- There was just over one term of additional growth in Numeracy.

PROPORTION OF STUDENTS MEETING THE MINIMUM STANDARDS					
NAPLAN TESTS	2019 %	2020 *	2019 – 2020 Changes *	2021 %	2020 – 2021 Changes *
YR 03 Grammar & Punctuation	94.7	-	-	95.2	-
YR 03 Numeracy	94.4	-	-	100.0	-
YR 03 Reading	94.7	-	-	100.0	-
YR 03 Spelling	94.7	-	-	100.0	-
YR 03 Writing	100.0	-	-	100.0	-
YR 05 Grammar & Punctuation	78.9	-	-	82.4	-
YR 05 Numeracy	100.0	-	-	94.1	-
YR 05 Reading	100.0	-	-	94.1	-
YR 05 Spelling	89.5	-	-	88.2	-
YR 05 Writing	100.0	-	-	88.2	-

\* There are no NAPLAN results to report in 2020 as the Australian Government decided that due to the COVID-19 pandemic NAPLAN Assessments would not take place.

\*\* Data cannot be reported for this year as the number of students that sat the test was below 5 and the data has been suppressed for privacy reasons in accordance with the ACARA NAPLAN data reporting provisions.

\*\*\* No students sat the NAPLAN tests in this year level and in one or both of the relevant years.





## Pastoral Wellbeing

### Goals & Intended Outcomes

Goals and Intended Outcomes:

- To engage parents in their child's learning journey.
- To embrace the social and emotional development of students.

### Achievements

#### Wellbeing Officer

We were fortunate to have Rachael Else as our wellbeing officer for the beginning of 2021. During this time Rachael was able to reignite our Tasty Tuesday platters for students' second snack time. Year six students assisted in the preparation and delivery of these platters for each classroom. Another wonderful event that was organised and implemented was the Ride to School Day with Bike Education in Rochester. This included having stickers made for the concrete to encourage safer use of roads while coming to and leaving school.

#### Welcome BBQ

Families were invited to attend a welcome barbeque at the beginning of the year as a way of meeting and mingling with others. The evening was an incentive of the Parents and Friends Committee engaged other families with food businesses to provide covidsafe options for dining during the evening.

This night was especially anticipated and long awaited as it would be the first whole school gathering in such a significant amount of time.

#### R U OK? Day

With the continuations of restrictions and lockdowns, this day was particularly important for the staff, the students and the families. While the recognition for this event has a nominated day, as a school community it was celebrated throughout the week and various initiatives and invitations to participate were given to the families such as 'Splash of Yellow' 'R U OK?' flowers to fill our trees in the front of the school and giant yellow polaroid board that families were invited to use at the front of school.

#### Learning Conversations

Communication with families is held in the highest regard at St Joseph's. With the continuation of remote learning and limited access to the physical school site staff and families had regular contact on multiple platforms to ensure students were meeting goals and addressing wonderings in pursuit of better learning outcomes for each child. This year Learning Conversations were held remotely however, the conversations were rich, robust and reflective from all.

#### Professional Development

Ongoing professional development for our school wide PBIS was started and with the assistance of Steve Hicks, Pastoral Wellbeing for CES the staff are continuing to grow their knowledge, gain tools for the learning environments and further develop an understanding of students in our care and respond in a supportive manner.

### VALUE ADDED

Communication to families, especially during remote learning:

- newsletter
- SIMON EVERYWHERE (app) was introduced to all families to make using PAM (Parent Access Module of SIMON) easier and more efficient for all families
- FACEBOOK was used to inform families of events and to share learning

Grades 5 & 6 students attended the Northern Plains Student Conference at St Mary's Echuca. They connected with senior students from 7 other catholic schools.

During remote and onsite learning, students celebrated a variety of days:

- RUOK Day
- Footy Colours Day
- Book Week
- Funky Pants Friday
- Mother's and Father's Day breakfast

A number of school activities were cancelled due to lockdowns:

- Golf Day
- High Tea
- Learning Walks

### STUDENT SATISFACTION

Feedback received from Year 6 students:

**I feel good about being a student at St Joseph's**

*Strongly Agree:* 34.4%

*Agree:* 43.8%

**I looked forward to going to school**

*Strongly Agree:* 15.6%

*Agree:* 46.9%

**My teachers were good at helping students with problems**

*Strongly Agree:* 15.6%

*Agree:* 46.9%

**Doing well at school is important to me**

*Strongly Agree:* 65.6%

*Agree:* 15.6%

**STUDENT ATTENDANCE**

At St Joseph's, we believe that is essential to the academic and social emotional development of each child to be attending school each and every day. Being present prior to the commencement of learning builds the foundation of their learning day.

Student non-attendance at school is monitored through SIMON. If a child is absent from school we require parents to communication this with the school via:

- PAM (Parent Access Module)
- Website
- Verbal communication; phone call or personally informed
- Written communication; email, text message to school phone or note

Classroom attendance is taken twice daily at 9:00am and 2:15pm.

\* Children who arrive late for school consistently are monitored and families are contacted for clarification.

During remote learning, parents used PAM (Parent Access Module) to communicate a child's absence from home learning.

AVERAGE STUDENT ATTENDANCE RATE BY YEAR LEVEL	
Y01	91.7%
Y02	89.8%
Y03	93.2%
Y04	92.9%
Y05	87.3%
Y06	92.1%
Overall average attendance	91.2%

## Child Safe Standards

### Goals & Intended Outcomes

St Joseph's focuses on child safety and student wellbeing by:

- Ensuring we are compliant with V.R.Q.A. prescribed minimum standards for schools.
- Reviewing our V.R.Q.A. Child Safe practices with all key stakeholders.
- Constantly communicating the Child Safe policies, School Child Safety Code of Conduct and the PROTECT documentation.
- Successfully completing Child Safe practices and procedures as part of the V.R.Q.A. review.
- Ensuring strategies are embedded into the organisational culture of child safety and understood by all key stakeholders within the school.
- Establishing and communicating induction program requirements.

### Achievements

- All staff complete the Mandatory Reporting (DET) learning module
- Implementation of 'PROTECT', Identifying and Responding to all forms of Abuse in Victorian Schools'. The supporting documentation is available and accessible for staff. Support given to staff who are required to make a report to CP is given by leadership.
- Parents are encouraged to apply for and hold a Working with Children Check. (Parents without a WWCC are not able to support students at school events or in the classroom).
- Actively promoted our commitment to Child Safe requirements to families via the newsletter, website and through digital and printed materials.
- Beginning to explore developing a Child safety Team consisting of key leadership personnel and staff.

## Leadership & Management

### Goals & Intended Outcomes

- To establish high expectation and accountability.
- To embed an Inquiry Mindset.
- To develop rigorous target setting, inclusive of continuous monitoring.

### Achievements

#### Learner Diversity:

Through ongoing, internal PLC time, staff continued on developing their knowledge about NCCD and creating explicit, thorough documentation for identified students. Each child's learning trajectory is different and some children will require additional and/or targeted support to reach their potential. High expectations for every child, does not involve having the same expectation of every child. As professionals, we understand and recognise that each child will experience learning and development differently.

#### Student Leadership Conference:

Students in Years 5 and 6 were provided with the opportunity to a leadership conference in Echuca at St Mary's PS with other catholic schools in the 'Hub' (Kerang, Cohuna, Pyramid Hill, Heathcote, Inglewood, Elmore and Rochester). The experiences presented allowed each child to contribute to the day and live out our Graduate Outcome of; Collaboration.

#### Rigour of Student Improvement:

Staff undertook various professional development sessions in both areas of literacy and numeracy throughout the year. Each of which were guided by support staff from Catholic Education Sandhurst. Target setting for each individual student provided clarity of learning sequences required for students to continue having successes.

#### School Advisory Council:

The School Advisory Council continued to meet using a mixture of both face to face and Video Conferencing (Zoom) throughout the year. During this time, professional learning was provided by Joan Caldwell on the evolution of the school board and the new alignment with Governance for Catholic Education. The Board continued to provide input and expertise into the new strategic plan for the school.

**PROFESSIONAL LEARNING**

Description of Professional Learning undertaken in 2021

Professional Learning for staff -

- Pastoral Wellbeing meetings with CES Wellbeing team (Steve Hicks)
- Principal & Deputy Principal Meetings (Face to Face and Video Conferencing)
- First Aid for all staff
- Learning Diversity PD
- Numeracy PD and ongoing PLCs throughout the year
- Literacy support during planning time and ongoing PLCs throughout the year
- R.E.C. Network Meetings
- Critical Incidents training
- OLT modules with Bern Shiels

**TEACHER SATISFACTION**

During Annual Review Meetings in 2021 all staff talked about the joy the students at St Joseph's brought them. Watching the growth for all students and how they incidental moments made an impact on their teaching. The enjoyed having intervention withinthe classroom.

The staff indicated that they were keen to learn new things and to follow up on professional learning begun about the Science of Reading and Language.

They noted challenges in building family connections after two years of COVID restrictions and looked forward to welcoming families back to school in 2022.

**TEACHING STAFF ATTENDANCE RATE**

Teaching Staff Attendance Rate	96.1%
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**ALL STAFF RETENTION RATE**

Staff Retention Rate	75.0%
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<b>TEACHER QUALIFICATIONS</b>	
Doctorate	0.0%
Masters	0.0%
Graduate	0.0%
Graduate Certificate	0.0%
Bachelor Degree	83.3%
Advanced Diploma	50.0%
No Qualifications Listed	0.0%

<b>STAFF COMPOSITION</b>	
Principal Class (Headcount)	2.0
Teaching Staff (Headcount)	13.0
Teaching Staff (FTE)	11.2
Non-Teaching Staff (Headcount)	11.0
Non-Teaching Staff (FTE)	10.5
Indigenous Teaching Staff (Headcount)	0.0



## School Community

### Goals & Intended Outcomes

- To intensify the capacity of our school community to respond to and enact the gospel values.
- To encourage and actively engage parents in partnerships about student learning.

### Achievements

With the previous year behind us, 2021 was going to be the year where we made up for lost time and gained some of the experiences back that escaped us. Unfortunately, this was not the case and there were significant events that again were lost in the Covid void.

### St Joseph's Parents and Friends Group

All schools (Catholic in particular) rely heavily on their P&F to contribute both physically and financially throughout the year. Unfortunately due to COVID, there were limited opportunities to engage socially with our parents in 2021. Our incredible P&F team were still able to organise our Welcome BBQ night with a twist on the traditional share plate catering and generously allocated funds to the Year Six end of year celebrations. There are many events in the pipeworks, including a Tractor Pull (in partnership with Elmore Field Days committee) and we look forward to working in partnership with this team again in 2022

### Active Engagement

For all - Opportunities were limited and rotated through being onsite and in person to being off site and on the screen. However, with a little creativity we found ways to engage with the community through online platforms such as Facebook (running competitions and posting live feeds) weekly Kahoots and fortnightly assemblies. Shared experiences that students on and offsite could have were always being developed during this time.

For students - an open Google Meet was provided during remote learning for parts of the day for students to ask questions with a staff member. This online link into school gave students who were learning from home that extra link into school life.

For parents - regular check-ins from teachers were given to families and access to the teachers was readily available to families. Allowing parents to make notes on learning slides gave them the opportunity to engage in the feedback cycle with the classroom teacher about the learning process for their child.

### Responding To Need

This time posed many challenges for families and St Joseph's openly engaged with those who required financial support. An application process is in place for any family who requires this option.

## PARENT SATISFACTION

The following feedback was gathered from the School Advisory Council members as part of the consultation process for the appointment of a new Principal:

Strengths:

- Value the ongoing connection to the Sacramental program.
- Value the experienced staff and the opportunity for small class sizes.
- Feel that the school is inclusive, the students interact respectfully with everyone and that teachers provide differentiated teaching and support for all students.
- Feel the culture of the school is its strength, it is welcoming, friendly and has a supportive parent community. There is strong communication and the students are encouraged and recognised for their positive behaviours. The school community comes together during times of need.

Areas for development:

- Student leadership skills, promotion of the school to boost future enrolments and establishing a connection with the Rochester Secondary College
- Staff continually updating their skills and innovating in the classrooms. They would like the school to explore opportunities in the early learning and after school care space.
- The need to link the school to the community and explore community partnerships

## Future Directions

The future is an exciting time for St Joseph's

- Mrs Elizabeth Trewick will begin as principal in 2022.
- The completion of the new Administration building including sick bay, staff room and planning spaces.

Professional Learning for all staff in the areas of Pastoral Wellbeing, Collaboration and Curriculum will ensure that teachers are using the most current research to plan for their learning and teaching both inside and outside of the classroom.

We are looking forward to 2022 with a sense of anticipation and are keen to welcome families past, present and future to St Joseph's.